

Appl. No. 09/742,458  
Amdt. dated June 30, 2006  
Response to Notice of Non-Compliant Amendment  
of June 15, 2006

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**Amendments to the Claims:**

This listing of claims will replace all prior versions, and listings, of claims in the application:

**Listing of Claims:**

1-18. (Canceled)

19. (Currently Amended) A system for workforce procurement and management using a hosted network application, comprising:

- a plurality of web servers for hosting a workforce procurement and management application;
- at least one database server;
- at least one database for storing a plurality of data including the workforce procurement and management application, wherein the workforce procurement and management application includes a plurality of modules accessible at varying levels to different participants in a hosted workforce procurement and management process, the modules comprising,
  - ~~an exchange module comprising a search function;~~
  - a skills fulfillment module comprising,
    - a skills requirement function for specifying ~~skills required a~~ staffing requirement for a project; and
    - a settlement function for tracking expenditures on a the project;
  - an exchange module comprising a search function for matching a digital portfolio of a contractor to the staffing requirement for the project, wherein the contractor is hired for the project; and
  - a resource management module comprising a work journal function for collecting information about ~~an activity of an individual contractor on an ongoing project, the information describing the activity~~ work performed on the project by the hired contractor ~~during the ongoing project in which the contractor is hired; and~~

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a knowledge management module comprising a reporting function and an analysis function; and

~~maintaining a database coupled to the plurality of modules.~~

20. (Original) The system of claim 19, wherein the exchange module further comprises:

a sourcing function for specifying sourcing preference and rules for a project; and  
a transaction management function for managing a hiring process including sourcing, interviewing, and negotiation.

21. (Previously Presented) The system of claim 19, wherein the skills fulfillment module further comprises:

a request for proposal (RFP) function for entering an RFP;  
a work order function for documenting terms and conditions of a project;  
a purchase order function for generating a purchase order in response to an approved work order;  
a logistics management function for facilitating the logistical components of a hiring process including management of blood testing, badging, and facilities;  
a fulfillment management function for managing the fulfillment of sourcing requirements, including maintaining a status of sourcing requirements; and  
a risk management function for facilitating the pre-qualification of a contractor and a consultant and for monitoring compliance with government rules and regulations.

22. (Original) The system of claim 19, wherein the resource management module further comprises an expense reporting function.

23-24. (Canceled)

25. (Currently Amended) The system of claim 19 24, ~~wherein the participant includes a contractor, a staffing supplier, and a recruiter, and wherein the~~ staffing requirement

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~~predetermined criteria~~ includes a list of staffing suppliers, and a list of skills, and wherein the staffing requirement is predetermined criteria are generated by the analysis function.

26. (Currently Amended) The system of claim 19 ~~25~~, wherein the different participants include a contractor who is an individual contingent worker, a client who is an employee of an enterprise, a recruiter who sells a service of finding contingent workers, and a staffing supplier who sells a service of finding contingent workers, including finding multiple contingent workers to staff a project, wherein the different participants have varying levels of access to the hosted network application based upon attributes, wherein attributes include personal attributes associated with a participant, and enterprise attributes associated with an enterprise using the hosted network application.

27. (Currently Amended) The system of claim 19, wherein the work journal function comprises:

~~the contractor entering~~ receiving data into a work journal data entity, wherein the entered data comprises,

hours worked by the hired contractor;

type of work done by the hired contractor; and

comments regarding work done by the hired contractor;

~~a client who is a manager reviewing the work journal data entity;~~

~~the manager approving~~ receiving an approval of the work journal data entity; and

~~the manager entering comments into the work journal data entity.~~

28-29. (Canceled)

30. (Currently Amended) The system of claim 21, wherein the work order function comprises:

~~a participant~~ generating a work order based upon a successful search for a contractor;

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~~at least one participant receiving a review of~~ reviewing the work order at least on a  
level in order to determine whether to approve the work order;  
if the work order is not approved, returning the work order to a level below the  
level at which it was not approved; and  
collecting data regarding the work order, approval, and failure to approve in the  
database, wherein the knowledge management module accesses the collected data.

31-32. (Canceled)

33. (Previously Presented) The system of claim 21, wherein the request for  
proposal function comprises:

receiving a request for proposal including a list of required contingent workers  
and their associated skills;

linking the request for proposal with a project specification that includes data  
regarding a project to be staffed;

generating a search based upon the request for proposal and the project  
specification, wherein the search uses the exchange module;

broadcasting at least part of the request for proposal to publicly accessible  
applications;

receiving responses to the request for proposal; and

conducting bargaining based upon responses to the request for proposal including  
auctions and reverse auctions.

34. (Canceled)

35. (Currently Amended) The system of claim 19, wherein the analysis  
function comprises:

automatically performing an analysis of at least one report based upon criteria  
selected by a participant; and

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~~the participant receiving a change of~~ changing at least one attribute based upon a review of the analysis by the participant.

36. (Original) The system of claim 19, wherein the hosted network application is hosted on the Internet.

37-40. (Canceled)

41. (New) A method for workforce procurement and management using a hosted network application, the method comprising:

receiving, into a requirement function from a client, a staffing requirement for a project;

matching a digital portfolio of a contractor to the staffing requirement for the project, wherein the contractor is hired for the project ; and

collecting, into a work journal function, information about work performed on the project by the hired contractor.

42. (New) The method of claim 41, further comprising receiving a review of the work performed on the project by the hired contractor.

43. (New) The method of claim 41, further comprising tracking expenditures on the project with a settlement function.

44. (New) The method of claim 41, further comprising analyzing the performance of the hired contractor and reporting the analysis.

45. (New) The method of claim 41, further comprising reporting expenses incurred on the project.

46. (New) The method of claim 41, wherein the staffing requirement includes a list of suppliers and skills for the project.

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47. (New) The method of claim 41, further comprising:  
receiving a sourcing preference and a set of rules for the project; and  
managing a hiring process including sourcing, interviewing, and negotiation with  
a transaction management function.

48. (New) The method of claim 41, wherein the client is a an employee of an  
enterprise, a recruiter who sells a service of finding contractors, or a staffing supplier who sells a  
service of finding contractors, wherein the different participants have varying levels of access to  
the hosted network application based upon attributes, wherein attributes include personal  
attributes associated with a participant and enterprise attributes associated with an enterprise  
using the hosted network application.

49. (New) The method of claim 41, wherein the matching comprises  
performing a search for a contingent position based upon criteria entered by a contractor,  
wherein the contingent position is associated with the project.

50. (New) The method of claim 41, further comprising:  
receiving a request for proposal (RFP) for a specification of the project, including  
a list of required contractors and their associated skills;  
documenting terms and conditions of a project with a work order function;  
generating a purchase order in response to an approved work order with a  
purchase order function;  
facilitating the logistical components of a hiring process including management of  
blood testing, badging, and facilities with a logistics management function;  
managing the fulfillment of sourcing requirements, including maintaining a status  
of sourcing requirements with a fulfillment management function; and  
facilitating the pre-qualification of a contractor and a consultant and for  
monitoring compliance with government rules and regulations with a risk management function.

51. (New) The method of claim 50, further comprising:

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generating a search based upon the request for proposal and the project specification;  
broadcasting at least part of the request for proposal to publicly accessible applications;  
receiving responses to the request for proposal; and  
conducting bargaining based upon responses to the request for proposal including auctions and reverse auctions.

52. (New) The method of claim 41, wherein the collecting of information into the work journal function comprises:

receiving hours worked by the hired contractor;  
receiving information as to the type of work done by the hired contractor;  
receiving comments regarding work done by the hired contractor; and  
receiving an approval of the work journal information.

53. (New) The method of claim 52, further comprising automatically updating the digital portfolio of the hired contractor with data from the approved work journal.

54. (New) The method of claim 41, further comprising:  
receiving a plurality of digital portfolios, each for a different contractor; and  
matching more than one digital portfolio to the staffing requirement for the project.

55. (New) The method of claim 41, further comprising:  
populating a first of a plurality of digital portfolios, each for a different contractor with data extracted from an electronic resume; and  
populating a second of the digital portfolios with data from systems external to the hosted network application.

56. (New) The method of claim 54, wherein the matching comprises

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performing a search of the digital portfolios of the contractors based upon the staffing requirement received from the client.

57. (New) The method of claim 56, further comprising:  
generating a work order based upon a successful match of a digital portfolio;  
receiving a review at a first level of the work order to determine whether to approve the work order;  
if the work order is not approved, returning the work order to a level below the first level; and  
collecting data regarding the work order, approval, and failure to approve.

58. (New) The system of claim 19, wherein the work journal function further comprises a work journal approval function that receives a review of the work performed by the hired contractor.

59. (New) The system of claim 19, wherein the search function comprises:  
performing a search for a contingent position based upon criteria entered by a contractor, wherein the contingent position is associated with the project.

60. (New) The system of claim 27, wherein the work journal function further comprises automatically updating the digital portfolio of the hired contractor with data from the work journal.

61. (New) The system of claim 19, further comprising a digital portfolio function including:  
populating a first of a plurality of digital portfolios, each for a different contractor, with data extracted from an electronic resume; and  
populating a second of the digital portfolios with data from systems external to the hosted network application.

62. (New) The system of claim 61, wherein the search function comprises:



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performing a search of the digital portfolios of the contractors based upon the staffing requirement of the project.

63. (New) An information storage medium having a plurality of instructions adapted to direct an information processing device to perform an operation for workforce procurement and management using a hosted network application, the operation comprising the steps of:

receiving, into a requirement function from a client, a staffing requirement for a project;

matching a digital portfolio of a contractor to the staffing requirement for the project, wherein the contractor is hired for the project ; and

collecting, into a work journal function, information about work performed on the project by the hired contractor.

64. (New) The information storage medium of claim 63, further comprising receiving a review of the work performed on the project by the hired contractor.

65. (New) The information storage medium of claim 63, wherein the collecting of information into the work journal function comprises

receiving hours worked by the hired contractor;

receiving information as to the type of work done by the hired contractor;

receiving comments regarding work done by the hired contractor; and

receiving an approval of the work journal information.

66. (New) The information storage medium of claim 65, further comprising automatically updating the digital portfolio of the hired contractor with data from the approved work journal.

67. (New) The information storage medium of claim 63, further comprising:

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populating a first of a plurality of digital portfolios, each for a different contractor, with data extracted from an electronic resume; and

populating a second of the digital portfolios with data from systems external to the hosted network application.

68. (New) The information storage medium of claim 63, further comprising:  
receiving a request for proposal (RFP) for a specification of the project, including a list of required contractors and their associated skills;

documenting terms and conditions of a project with a work order function;  
generating a purchase order in response to an approved work order with a purchase order function;

facilitating the logistical components of a hiring process including management of blood testing, badging, and facilities with a logistics management function;

managing the fulfillment of sourcing requirements, including maintaining a status of sourcing requirements with a fulfillment management function; and

facilitating the pre-qualification of a contractor and a consultant and for monitoring compliance with government rules and regulations with a risk management function.

69. (New) The information storage medium of claim 68, further comprising:  
generating a search based upon the request for proposal and the project specification;

broadcasting at least part of the request for proposal to publicly accessible applications;

receiving responses to the request for proposal; and  
conducting bargaining based upon responses to the request for proposal including auctions and reverse auctions.

70. (New) A method for workforce procurement and management using a hosted network application, the method comprising:

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receiving, into a requirement function from a client, a staffing requirement for a project;

matching a digital portfolio of a contractor to the staffing requirement for the project, wherein the contractor is hired for the project ; and

collecting, into a work journal function, information about work performed on the project by the hired contractor, wherein the information relates to the type of work performed by the contractor;

receiving an approval of the work journal information; and

automatically updating the digital portfolio of the hired contractor with data from the approved work journal.